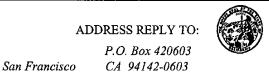
DEPARTMENT OF INDUSTRIAL RELATIONS DIVISION OF LABOR STATISTICS & RESEARCH 455 Golden Gate Avenue, 8th Floor San Francisco, CA 94102



HOLIDAY PROVISION

FOR

BOILERMAKER-BLACKSMITH

HELPER/TRAINEE

IN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA

WESTERN STATES

ARTICLES OF AGREEMENT



Between the

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS, AND HELPERS, AFL-CIO

and the

SIGNATORY CONTRACTORS

Effective October 1, 1997 through September 30, 2001

ARTICLE 22	ANNUTTY PROGRAM39
ARTICLE 23	MOST40
ARTICLE 24	VACATION TRUST41
ARTICLE 25	TRAINING AND EDUCATION FUND
ARTICLE 26	Dues Checkoff
ARTICLE 27	RIDER CLAUSE
ARTICLE 28	GRIEVANCE AND ARBITRATION PROCEDURE44
ARTICLE 29	SAFETY MEASURES
ARTICLE 30	MEDICAL TREATMENT AND EXAMINATION49
ARTICLE 31	JOB NOTICE
ARTICLE 32	ALASKA50
ARTICLE 33	No STRIKE, No LOCKOUT54
ARTICLE 34	GENERAL55
ARTICLE 35	HELPER/TRAINEE56
ARTICLE 36	DURATION OF AGREEMENT
	CONTRACT STIPULATION
	SIGNATORY CONTRACTORS64
	INDEX

WESTERN STATES ARTICLES OF AGREEMENT

between the

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS

(Herein referred to as "Union")

and the

SIGNATORY CONTRACTORS

(Herein referred to as "Contractor")

Governing Wages and Working Conditions on All Field Construction Work in the States of Alaska. Anzona, California, Colorado, Idaho, Montana, New Mexico, Nevada, Oregon, Utah, Washington and Wyoming.

Effective October 1, 1997

Terminating September 30, 2001

PREAMBLE

THE PARTIES TO THIS AGREEMENT agree to the following rules and regulations which shall govern the mutual relations between them.



ARTICLE 8 OVERTIME.

ART. 8(a) Time and one half (1 1/2) hours for 1 at the straight time rate, shall be paid for work in excess of 8 hours on the first shift and second shift and 7 hours on the third shift, or for hours worked in excess of the regular weekly hours as set forth in ARTICLE 7 and 10, whichever results in the greater amount of overtime in the workweek of each employee.

ART. 8(b) Employees who work on Saturday or Sunday without having previously worked during the workweek, their full number of regular weekly hours as set forth in ARTICLE 7 and 10 shall receive the applicable overtime rate for such Saturday or Sunday work by reason of work on those days being normally in excess of the number of regular weekly hours.

ART. 8(c) Employees who work before or after regular established shift hours without also working on that day all their regular established shift hours, shall receive the applicable overtime rate for work before or after their regular established shift hours by reason of such work being normally in excess of that performed during regular established shift hours, as set forth in ARTICLE 7 and 10.

ART. 8(d) Double time shall be paid for all hours in excess of 10 hours Monday through Saturday, and for all hours on Sundays and Holidays.

ART. 8(e) Employees who work a total of 40 hours or less in any work week shall receive the applicable overtime rate for all hours worked in that workweek on Saturday, Sunday or a recognized holiday, or before or after their regular established shift hours.

ART. 8(f) Employees required to work overtime in excess of two (2) hours past the regular quitting time of their shift shall be allowed sufficient time to eat at the end of their shift without loss of pay; and if work is to continue in excess of four (4) hours thereafter, they shall be allowed sufficient time to eat without loss of pay after each four (4) hours of such work. No lunch period shall be allowed on Contractor's time when overtime work will not exceed two (2) hours past the regular quitting time of the shift.

ART. 8(f)(1) The intent of this paragraph is that a second lunch period will be allowed without loss of pay when an employee is required to work in excess of ten (10) hours.

ART. 8(g) Overtime is not to be demanded from the Employer by any workman covered by this Agreement as a condition for employment on a job.

ARTICLE 9 HOLIDAYS.

ART. 9(a) The recognized holidays are: New Year's Day, President's Day, Memorial Day, July



4th, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day. If the Boilermakers and those crafts servicing the Boilermakers in a Local Building Trades Council elect to observe a holiday on a date other than that observed by the state or nation, than that elected date shall be observed as the holiday. Contractors shall be notified at least two weeks prior to the effective date of change.

ART. 9(b) Upon mutual agreement between the Local Union Business Manager and the Employer Representative, Veterans Day may be changed for the day before Christmas.

ART. 9(c) No work shall be performed on Labor Day except for the preservation of life and property. When a holiday falls on a Saturday or Sunday, the day observed by the State or Nation shall be observed

ART. 9(d) Holidays falling on Tuesday, Wednesday, or Thursday may be observed on Monday or Friday where such is mutually agreed to between a Contractor and the Local Union involved for an individual job site.

ARTICLE 10 SHIFTS.

ART. 10(a) A second (2nd) and/or third (3rd) shift may be established by Contractor provided each is worked for three (3) or more consecutive

days to include Saturdays, Sundays and Holidays, if worked. When a job is to run for less than three (3) consecutive work days it will be considered a short or irregular shift work job and the second and/or third shift shall be paid for at the applicable overtime rate or an arrangement can be worked out between the Contractor and the authorized representative of the local lodge having jurisdiction, where and how two shifts can be worked. Subterfuge shall not be used to avoid the intent of the foregoing.

ART. 10(b) When established shifts are worked through Saturday, Sunday or a Holiday, hours of work and pay shall be in accordance with the provisions of ART. 10(d) at the applicable overtime rate.

ART. 10(c) The regular starting time of the first or day shift shall be 8:00 A.M.; the regular starting time of the second shift shall be 4:30 P.M.; and the regular starting time of the third shift shall be 12:30 A.M. The foregoing starting times may be changed when mutually agreed to between Contractor and representatives of the Local Union having jurisdiction of the job.

ART. 10(d) Where two or three shifts are worked, the first or day shift shall be established on an eight (8) hour day, forty (40) hour week basis; and the second shift shall be established on a seven and one half (7 1/2) hour day, thirty seven and one half (37 1/2) hour week basis; and the third shift shall be established on a